

Annexure I

**DISPOSAL OF OBJECTIONS RECEIVED AGAINST DRAFT SENIORITY LISTS IN THE CADRE OF STAFF NURSE
(ABSORBED ON STATE SENIORITY, DIRECT RECRUITED IN ESIC & TRANSFERRED UNDER IRT TO KERALA
REGION)**

Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
1	Jayasree B	Since the official joined in Kerala Govt. services on 06.07.1999, the date of joining may be corrected as 06.07.1999 instead of 10.07.1999	The date of joining in State service is shown as per the Seniority List as on 31.12.13 issued by the Director of Insurance Medical Services, Thiruvananthapuram vide Order No. E 5-348/2013/DIMS dated 24/06/14.
2	R Pradeep Kumar	Since the official joined in Kerala Govt. services on 07.07.1999, the date of joining may be corrected as 07.07.1999 instead of 07.07.2000	Updated
3	Priya Ajith		
4	Binumol Santhosh		
5	Jemini Thomas		
6	Seema K T		
7	Sreejamole S		
8	Sherly Jiju		
9	Jayamma Jimmy		
10	Aleyamma Saji		
11	Shiny George		
12	Saji Joseph		
13	Lijo Leen		
14	Rejith T K		
15	Jose John		
16	Kala K		
17	Jomy Joby		
18	Jissmol Kuruvila		
19	Manju Shaji		
20	Jishamol Mathew		
21	Ambili Vinu		
22	Aswathy C S		
23	Jemy Jose C		
24	Bijimol Tomy		
25	Maya Sreejith		
26	Hemalatha K P		
27	Rafeekhali K S		
28	Reena Benny		
29	Reena Varkey		
30	Remya E		
31	Ruba Meera George	Since the absorbed Nursing Officer's seniority is counted from their State Seniority, by the same yardstick, the officials are claiming for seniority from the date of joining in their parent region instead of date of joining in Kerala region through IRT.	The seniority of the Staff Nurses who transferred on IRT was fixed based on the instructions mentioned in then IRT transfer policies and hence the objections cannot be considered.
32	Sabitha A P		
33	Sailal K S		
34	Sajeesh A N		
35	Sajitha C S		
36	Sarathmon P S		
37	Sheeja Boban		
38	Sheejamol Santhosh		
39	Shereena N U		
40	Sherly Sabu		
41	Shimmy Thomas		
42	Sudeep Kumar K K		
43	Divyamol P D		
44	Ratheeshlal S		
45	Sandhya Ajesh		

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Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
46	Vineeth Chandran		
47	Anish Kumar J		
48	Sanumol Alex		
49	Sreeja R Nair		
50	Minimole Mathew		
51	Liji K V		
52	Sindhu Shibu		
53	Manjusha T		
54	Bini Benny Thomas		
55	Saraswathy P		
56	Sudhamony S		
57	Girijakumari G	The Judgment in OP (CAT) 51/2020 is applicable only to the petitioners and hence the seniority of the non-petitioners cannot be fixed based on the said judgment.	As per judgment in OP(CAT)51/2020, the seniority of the petitioners therein shall be determined with respect to the principles under paragraph 3.4 of Office Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986 and 11th November 2020. Since the Para 3.4 of said Memorandum deals with fixation of seniority of persons appointed by transfer to a Central service from the subordinate offices of the Central Government or other departments of the Central or a State Government, it is applicable to non-petitioners also.
58	Ambili P A		
59	T R Molly		
60	Sunija C		
61	Molly I		
62	Sophya Varghese	Correction in name	Updated
63	Deepa Jose		
64	Smitha Peter	(i) Since no hospitals other than ESICH Asramam were taken over by ESIC at the time of their joining on IRT, they are to be included in the Seniority list on Institutional seniority basis. (ii) Sl. No.89 (S Sreejamole) is junior to the official as per seniority in Delhi region	(i) Institutional Seniority is applicable only to those absorbees who were absorbed at ESIC Hospital Asramam and has opted for Institutional Seniority of that particular Hospital, based on the Terms of Absorption issued at the time of their absorption. Therefore the Officials who joined on IRT cannot be placed in the Seniority list prepared on Institutional seniority basis. (ii) Updated
65	Sunimol Binu		
66	Sreeja Anil		
67	Sreelekha P B		
68	Suseela T		(i) The seniority lists were published for the periods prior to the reclassification of Nursing Cadre and for that period RD is the appointing Authority. The seniority will be finalised only with the approval of RD & DD is only the signatory of the order as approved by RD (ii) The 3 SLPs were filed in Hon'ble Supreme Court against the

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Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
69	Bindu S		judgment dated 05.11.2020 in OP (CAT) 51/20 and the Hon'ble Supreme Court vide judgment dated 12.08.25 dismissed the SLPs. Since the Hon'ble Supreme Court upheld the Hon'ble CAT Judgment the seniority of the absorbees were fixed above the 2009 DR employees. (iii) As per judgment in OP(CAT)51/2020, the seniority of the petitioners therein shall be determined with respect to the principles under paragraph 3.4 of Office Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986 and 11th November 2020. Since the Para 3.4 of said Memorandum deals with fixation of seniority of persons appointed by transfer to a Central service from the subordinate offices of the Central Government or other departments of the Central or a State Government, it is applicable to non-petitioners also.
70	Indu S	(i) Deputy Director lacks the power to issue orders for Staff Nurse. (ii) Absorbees are placed above the 2009 DR employees. There is no such direction in Supreme Court Judgment dated 12.08.25 (iii) The Judgment in OP (CAT) 51/2020 is applicable only to the petitioners and hence the seniority of the non-petitioners cannot be fixed based on the said judgment. (iv) For absorbees there is no period of deputation to apply Para 3.4 of Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986	(iii) As per judgment in OP (CAT) 51/2020, the seniority of the petitioners therein shall be determined with respect to the principles under paragraph 3.4 of Office Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986 and 11th November 2020. Since the Para 3.4 of said Memorandum deals with fixation of seniority of persons appointed by transfer to a Central service from the subordinate offices of the Central Government or other departments of the Central or a State Government, it is applicable to non-petitioners also. (iv) As per Para 3.4 "If he has, however, been holding already (on the date of absorption) the same or equivalent grade on regular basis in his parent department, such regular service in the grade shall also be taken into account in fixing his seniority, subject to the condition that he will be given seniority from - the date he has been holding the post on deputation, (or) the date from which he has been appointed on a regular basis to the same or equivalent grade in his parent department, whichever is earlier" Since the absorbed Staff Nurses are already in the same grade in State Service, their seniority is counted from State Service.
71	Soumya S		
72	Manju M V		
73	Laisamma P M		
74	Jayamol George		
75	Arun C		
76	Rahul Krishna K A		
77	Seema Stephen		
78	Sajini K K		
79	Kunjumol P N		
80	Belsister D		(i) As on 31.12.2010 the officials are officiating in the cadre of Staff Nurse and hence included in the seniority list as on 31.12.2010. The matter under litigation is
81	Sherin N B		

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Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
82	Kavitha Aravind		related to the promotion/ cancellation that are given on a later date (ii) The seniority lists were published for the periods prior to the reclassification of Nursing Cadre and for that period RD is the appointing Authority. The seniority will be finalised only with the approval of RD & DD is only the signatory of the order as approved by RD (iii) As per judgment in OP(CAT)51/2020, the seniority of the petitioners therein shall be determined with respect to the principles under paragraph 3.4 of Office Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986 and 11th November 2020. Since the Para 3.4 of said Memorandum deals with fixation of seniority of persons appointed by transfer to a Central service from the subordinate offices of the Central Government or other departments of the Central or a State Government, it is applicable to non-petitioners also. (iv) As per Para 3.4 <i>"If he has, however, been holding already (on the date of absorption) the same or equivalent grade on regular basis in his parent department, such regular service in the grade shall also be taken into account in fixing his seniority, subject to the condition that he will be given seniority from - the date he has been holding the post on deputation, (or) the date from which he has been appointed on a regular basis to the same or equivalent grade in his parent department, whichever is earlier"</i> Since the absorbed Staff Nurses are already in the same grade in State Service, their seniority is counted from State Service.
83	Sheeba C J		
84	Vineetha Kumari T K		
85	Diana Joseph	(i) The cases regarding cancellation of promotion is still pending at CAT Ernakulam (ii) Deputy Director lacks the power to issue orders for Staff Nurse. (iii) The Judgment in OP (CAT) 51/2020 is applicable only to the petitioners and hence the seniority of the non-petitioners cannot be fixed based on the said judgment. (iv) For absorbees there is no period of deputation to apply Para 3.4 of Memorandum No.22011/7/86-Estt (d) dated 3rd July, 1986	
86	Surya K		
87	Sheena H M		
88	Preetha S V		
89	Priya P		
90	Sijitha S		
91	Sunitha S		
92	Beetta J		
93	Binushma P G		
94	I Padmakumari		
95	Annie Pius		
96	Ambili R		
97	Muhamed A	Change in educational qualification	Updated
98	Roopa P		(i) Institutional Seniority is applicable only to those absorbees who were absorbed at ESIC Hospital Asramam and has opted for Institutional Seniority of that particular Hospital, based on the Terms of Absorption issued at the time of their absorption. (ii) The seniority of Sl. No.113 - Smt.Sophia Joseph (Seniority list as on 31.12.2010) is placed as on 31.12.2010) is fixed as per the above those who joined before her.
99	Ambily P A		
100	Geetha Kumary N	(i) Since the officials were working at Asramam Hospital during 2010, she should be placed in the Final seniority list (Institutional) published on 03.11.2021	
101	Bindhu M Thomas	(ii) Sl. No.113 - Smt.Sophia Joseph (Seniority list as on 31.12.2010) is placed as on 31.12.2010) is fixed as per the Seniority List as on 31.12.13 issued by the	
102	Rose Charles		

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Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
103	Seena M Nair		Director of Insurance Medical Services, Thiruvananthapuram vide Order No. E 23275/2012/DIMS dated 20/04/17.
104	Jeena Paul		
105	Krishob		
106	Akhil P		
107	Rabiyyath Punakkath		
108	Rohini P B		
109	Shijina P		
110	Veena S		
111	Anju P V		
112	Sivaprasad Unni G		
113	Reena S	(i) The Sl. No.1 to 6 in the seniority list for the year 2012 were transferred to Kerala region based on then DR for the year 2012 (ii) The officials transfer policy No.A-33/12/1/09-Med-VI joined after 6 months from the date of offer of appointment has given the same seniority as per merit list.	(i) The officials at Sl. No.1 to 6 in the year 2012 should be placed below the transferred to Kerala region based on then DR for the year 2012 (ii) The officials transfer policy No.A-33/12/1/09-Med-VI joined after 6 months from the date of offer of appointment has given the same seniority as per merit list.
114	Soumya Soman		
115	Muhammed Nizar K		
116	Baburaj V K		
117	Blitz Mathew		
118	Eldho M George		
119	Benoy K Paulose		
120	Arun P B		
121	Ambu R Sasankan		
122	Jince Jacob		
123	Deepthi Mathew		
124	Vijimol Abraham		
125	Sibin M B		
126	Liya Paul	Since the IRT order is issued in 2011, the seniority should be fixed in the year 2011.	Eventhough the official's transfer order is issued in 2011, the official joined in Kerala region in 2012 and hence the seniority is placed in that year.
127	Jessy George	The seniority in the final seniority list may be maintained as in the draft seniority list	Seniority will be maintained as per existing rules and instructions.
128	Vineetha Savio		
129	Nandu KV	Change in educational qualification	Updated
130	Elbymol Eldho	(i) The seniority fixed is incorrect compared to the date of joining of Smt.Rakhi H (ii) Correction in Date of Birth	(i) The seniority is fixed as per the Seniority List as on 31.03.13 issued by the Director of Insurance Medical Services, Thiruvananthapuram vide Order No. E 23275/2012/DIMS dated 05/08/16 (ii) Updated
131	Sajitha Joseph	Date of joining is 07.05.2008 instead of 05.07.2008 and to refix the seniority	Date of joining and seniority updated
132	Ashamol V P	(i) Seniority should be maintained alongwith the absorbees from Asramam Hospital and not with other absorbees from 3 hospitals (ii) Seniority may be refixed alongwith the IRT officials in 2008.	(i) Institutional Seniority is applicable only to those absorbees who were absorbed at ESIC Hospital Asramam and has opted for Institutional Seniority of that particular Hospital, based on the Terms of Absorption issued at the time of their absorption. Seniority of the IRT will be placed in Regional Seniority (ii) Updated
133	Sujatha Umesh		

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Sl. No.	Name (Sri/Smt/ Kum)	Objections raised in brief	Considered decision
134	Sreelatha N C	Seniory may be fixed based on the date of joining in region i.e. at Sl. No.10 in the seniority list for the year 2013 to 2016	Seniory is fixed based on then transfer policy
135	Prabhukumar R A	<p>(i) Since the official was working at Asramam Hospital during 2010, he should be placed in the Final seniority list (Institutional) published on 03.11.2021</p> <p>(ii) Sl. No.113 (Seniority list as on 31.12.2010) is placed above those who joined before her. (iii) Correction in name and educational qualification</p>	<p>(i) Institutional Seniory is applicable only to those absorbees who were absorbed at ESIC Hospital Asramam and has opted for Institutional Seniory of that particular Hospital, based on the Terms of Absorption issued at the time of their absorption. (ii) The seniority of Sl. No.113 (Seniority list as on 31.12.2010) is fixed as per the Seniority List as on 31.12.13 issued by the Director of Insurance Medical Services, Thiruvananthapuram vide Order No. E 23275/2012/DIMS dated 20/04/17 . (iii) Updated</p>
136	Sarath Kumar S	Change in educational qualification	Updated
137	Dersana M S	Change in educational qualification	Updated
138	Deepthi John	<p>(i) The Sl. No.1 to 6 in the seniority list for the year 2012 should be placed below the DR for the year 2012 (ii) The officials joined after 6 months from the date of offer of appointment has given the same seniority as per merit list. (iii) Correction in educational qualification</p>	<p>(i) The officials at Sl. No.1 to 6 in the seniority list for the year 2012 were transferred to Kerala region based on then transfer policy No.A-33/12/1/09-Med-VI dated 21.10.2010. (ii) The seniority of the officials were fixed based on previous final seniority list issued on 08.11.2021. (iii) Updated</p>
139	Bindhu K	Change in educational qualification	PDC qualification is not recorded in the Service Card of the official. Hence rejected.
140	Sindhulekha K B	Change in educational qualification	PDC qualification is not recorded in the Service Card of the official. Hence rejected.
141	Premkumar M K	Change in educational qualification	Updated
142	Jeena Saji	<p>(i) The seniority fixed is incorrect compared to the date of joining of Smt.Sweeji Joseph (ii) Correction in name</p>	<p>(i) The seniority is fixed as per the Seniority List as on 31.03.13 issued by the Director of Insurance Medical Services, Thiruvananthapuram vide Order No. E 23275/2012/DIMS dated 20/04/17 (ii) Updated</p>
143	Siniratnam	To regularise the adhoc promotion granted on 21.05.2008	The representation is not related to the draft seniority list issued vide Memorandum dated 21.11.2025.

Digitally signed by
VADACHERRY AUGUSTINE JELSON
Date: 08-12-2025 17:00:30

DEPUTY DIRECTOR (MED-ADM)